

CITY OF ASHEVILLE and ASHEVILLE REGIONAL HOUSING CONSORTIUM

HOME Investment Partnerships Program and Community Development Block Grant Program

APPLICATION FOR FUNDING for NON-CONSTRUCTION PROJECTS

For grant year starting July 1, 2006

Application workshop: December 8, 2005, City Hall 6th Floor - 10:00 a.m. – 12 noon

** Pre-application form to be submitted by all applicants by December 30, 2005 **

GENERAL APPLICATION INSTRUCTIONS

Which Form?

This form is to apply for CDBG, HOME, or ADDI funds for **non-construction projects**. This includes:

Social services (CDBG only)

Housing services (CDBG only)

Tenant Based Rent Assistance (HOME only)

Down-payment assistance (CDBG, HOME, or ADDI)

Emergency Home Repair (CDBG only)

Job training and small business assistance (CDBG only)

Planning (CDBG or HOME)

There is a separate form for construction projects: that is projects involving the acquisition or improvement of real property, including housing construction and rehabilitation programs. Down-payment assistance to homebuyers is counted as non-construction and so are emergency (minor) repair programs. Call CD staff if in doubt which form to use.

CDBG or HOME?

This is not a simple question, since the programs do overlap.

- CDBG funds can be used for a wide variety of non-construction programs, but must be used within the City of Asheville.
- HOME and ADDI funds may be used anywhere in the Consortium (Buncombe, Henderson Madison and Transylvania Counties)
- The only non-construction uses eligible for HOME funding are Tenant Based Rental Assistance and down-payment assistance to homebuyers
- ADDI funding can be used only for downpayment assistance.

If in doubt, please contact City of Asheville staff. If the project is eligible for both sources of funding (e.g. down-payment assistance) you must choose which one to apply for, as *CDBG and HOME cannot be used on the same project*.

Eligible Applicants

HOME or **ADDI** applicants must be:

- Consortium member governments; or
- Non-profit agencies applying through a member government (outside Asheville: contact your member government for additional application requirements);

CDBG applicants must be:

 Non-profit agencies with a primary purpose to provide housing, human services or economic development services within the City of Asheville.

"Non-profit" means having a 501c(3) or equivalent IRS tax exemption notice.

All applicants must demonstrate a track record of continuous, active, and relevant operation for at least two years.

Income Eligibility

In general, all projects must benefit persons with household income below 80% of median income adjusted for family size (see table on page V).

Grant Period

The funding period starts <u>July 1, 2006</u>. Costs incurred before that date cannot be reimbursed. You should plan to expend all funds by June 30, 2007.

Pre-Applications

All interested applicants must submit a pre-application form by Friday, December 30, 2005, to Brenda Griffith at the Asheville Community Development Division Office – bgriffith@ashevillenc.gov

Pre-Application Meetings

Applicants who have not previously received CDBG or HOME funding for the same, or a very similar project, must set up a meeting with CD staff before submitting their full application, to discuss program eligibility and other requirements. Otherwise, the project may not be accepted.

Special Conditions

Please note that total funding to support social service programs is limited to 15% of the CDBG budget. Competition for these funds is particularly tight.

Invalid Applications

Applications may be rejected without evaluation for the following reasons:

- 1) Program not clearly eligible according to CDBG/HOME regulations.
- 2) Applicant has demonstrated poor past performance in carrying out Cityfunded programs or complying with federal regulations.
- 3) Applicant fails to provide audited financial statements or other required information.

Project Evaluation & Funds Allocation

Applications will be evaluated by staff and assigned scores according to criteria based on the priorities in the 2005-2010 Consolidated Strategic Plan, the feasibility of the project, and the capacity of the agency to carry it out. These scores will be used as a guide in allocating funds, but will not be the sole factor in determining whether a program will be funded or how much funding it will receive.

After this initial evaluation, CDBG applications will be reviewed by the City of Asheville's Housing and Community Development Committee, and HOME applications by the Asheville Regional Housing Consortium Board. These bodies will present their allocation recommendations to the Asheville City Council in the form of a Consolidated Action Plan for the CDBG and HOME programs. In addition, the City will seek citizen input on the Plan through public hearings. The schedule is on the next page.

Applicants should understand that this is a competitive application process for limited funding. There will be applications for projects that satisfy many of the evaluation criteria but are not funded. Successful applications may be funded for less than the amount requested.

Schedule for CDBG & HOME Planning for 2006

2005	Action
November 15 (Tuesday)	Public Hearing in Henderson County
November 16 (Wednesday)	Public Hearing in Buncombe County
December 8 (Thursday)	Training session for applicants.
(10:00 – 12:00 Asheville City Hall, 6 th floor training room)	You are strongly advised to attend
December & January	1-on-1 Technical Assistance – required for new applicants
December 30 (Friday)	Deadline to submit pre-application form
2006	Action
January 31 (Tuesday)	Deadline for applications
February	Staff review of applications
March 15 (tentative)	HOME applicant interviews
March 13 – 22 (to be arranged)	CDBG applicant interviews
March 28 (Tuesday)	Draft Plan published for public comment
April 11 (Tuesday)	Asheville City Council: Public Hearing on draft plan
April 21 (Friday)	Deadline for citizen comments on draft plan
April 25 (Tuesday)	Asheville City Council approves Plan
May 12	Deadline for submitting Plan to HUD

Income Limits For Extremely Low, Very Low, and Low Income Households

(Based on HUD data on area median family income for FY 2005. We expect to receive revised limits for 2006 early next year)

County	Category	% AMI	1 Person	2 Person	3 Person	4 Person	5 Person	6 Person	7 Person	8 Person
Buncombe &	Extremely	<30%	10,450	11,950	13,400	14,900	16,100	17,300	18,500	19,700
Madison (incl.	Low Income									
City of	Very Low	31-50%	17,400	19,900	22,350	24,850	26,850	28,850	30,800	32,800
Asheville)	Income									
	Low Income	51-80%	27,850	31800	35,750	39,750	42,950	46,100	49,300	52,500

AMI = Area Median Family Income

County	Category	% AMI	1 Person	2 Person	3 Person	4 Person	5 Person	6 Person	7 Person	8 Person
Henderson	Extremely Low	<30%	11,100	12,650	14,250	15,850	17,100	18,350	19,650	20,900
	Income									
	Very Low	31-50%	18,500	21,100	23,750	26,400	28,500	30,600	32,750	34,850
	Income									
	Low Income	51-80%	29,550	33,800	38,000	42,250	45,600	49,000	52,400	55,750

County	Category	% AMI	1 Person	2 Person	3 Person	4 Person	5 Person	6 Person	7 Person	8 Person
Transylvania	Extremely Low Income	<30%	10,750	12,300	13,800	15,350	16,600	17,800	19,050	20,300
	Very Low Income	31-50%	17,900	20,500	23,050	25,600	27,650	29,700	31,750	33,800
	Low Income	51-80%	28,650	32,750	36,850	40,950	44,250	47,500	50,800	54,050

Client Income eligibility: HOME- and CDBG-assisted programs must serve low income clients (less than 80% of AMI). For HOME <u>rental</u> programs lower income limits apply. For all HOME programs and for CDBG programs providing direct financial benefits, **all** clients must meet income eligibility limits. For other CDBG programs at least 51% of clients must meet income limits. Certain categories of CDBG clients e.g. the homeless, may be presumed to meet income limits. If you are not sure about your program's eligibility, please call CD staff.

Client Income Tracking: As well as ensuring client eligibility, HUD requires us to report the numbers of clients served in each of the income groups listed above.

DETAILED APPLICATION INSTRUCTIONS

- <u>All</u> applicants must submit a pre-application form by <u>Friday</u>, <u>December 30, 2005</u>. Applicants who have not previously received CDBG or HOME funding for the same or a very similar project must set up a meeting with CD staff in December or January, before submitting their full application.
- Submit original and <u>four</u> copies of **full application** by 5:00 PM on <u>Tuesday</u>, <u>Jan. 31</u>, <u>2006</u>.
- Forms may be submitted by hand at Asheville City Hall, Fifth Floor, or by mail to:
 City of Asheville
 Community Development Division
 Post Office Box 7148
 Asheville NC 28802-7148
- Electronic submission is acceptable for the pre-application form, but <u>not</u> for the full application form.
- Please complete each question <u>directly</u> on the application form. Attachments should only be used to provide supplemental information. The application form may be completed manually or reproduced in your word processor system (recommended). The application form can be downloaded from the City website at http://www.ashevillenc.gov/planning/cdbg.htm
- Applications should be fastened with a paper clip or other fastening that can easily be undone for copying. Please do not use binders, covers, or staples.
- Applications should start at Page 1 (Application Information). Do not include a cover letter or the instruction pages; any covers will be discarded.
- The <u>required</u> attachments listed on Page 2 should be <u>attached at the back</u> of the original application in the order listed. If lengthy, they may be omitted from the copies.
- Additional printed documentation, photographs and maps may be placed <u>immediately</u> <u>behind the page they refer to</u>. They should be included in all four copies.
- Narrative responses should be 1½-spaced in a typeface no smaller than 11-point.
- Applications exceeding 20 pages (excluding <u>required</u> attachments) and pages larger than 11x17 or in color are strongly discouraged. We may require you to furnish up to 15 additional copies of such applications or pages at your own expense.
- Please read all questions and instructions carefully. The care that goes into accurately and informatively completing this application is evidence of your agency's ability to manage the complexities of CDBG and HOME program requirements.

Staff in the City's Community Development Division will be happy to answer questions about the CDBG and HOME programs, this form and the application process, but cannot assist in writing applications or offer comment on drafts. Tel. 259-5721; e-mail: bgriffith@ashevillenc.gov .

PRE-APPLICATION FORM Non-Construction

All applicants must submit a pre-application to Brenda Griffith – bgriffith@ashevillenc.gov
Please submit this form (one page) as early as possible,
and no later than Friday, December 30, 2005

Name of Applicant:	
Contact Person:	
Address:	
City/State/Zip:	
Telephone Number:	_ _
Provisional Name of Project:	
Down-paymen Job training an Planning (CDE	ces (CDBG only) Rent Assistance (HOME only) at assistance (CDBG, HOME, ADDI) ad small business assistance (CDBG only) BG or HOME)
Likely amount of request (check one): less than \$50,000
	\$50,000-100,000
	more than \$100,000
Check <u>one</u> of the following statements:	
1. We have previously received CD	BG or HOME funds for this project or one very ne technical assistance before submitting our application.
± •	CDBG or HOME funds for this project and request

CITY OF ASHEVILLE ASHEVILLE REGIONAL HOUSING CONSORTIUM

Application for Funding for a NON-CONSTRUCTION PROJECT

Check only one bo	x)		
	APPLICAN	ECTION I NT INFORMATION	
Full Legal Name	e of Applicant:		
Applying as: (check one)	Asheville CDBG Subrec	cipient (CDBG only)	
	Asheville HOME Subre	cipient (HOME only)	
	Other Member Governm (Subrecipient agency, if	nent (HOME only) any:)
	CHDO	(HOME only)	
Address:			
City/State/Zip:			
Telephone Numb	er:		
Contact Person:			
Title:			
Telephone Numb	er: E-mail:		
Name of Project:			
Total funds reque	sted: \$		
To the best of m has been duly au	y knowledge and belief all dan thorized by the governing bo	ta in this application are true ard of the applicant.	and current. The document
Signature:	Mayor/Chair of Board	 Date	

CHECKLIST OF DOCUMENTATION INCLUDED WITH THIS APPLICATION: (Place an "X" in each box.)

You n	nust provide an ORIGINAL plus FOUR COPI	IES of the following sections in the order listed:
	Applicant Information	
	Program Description	
	Program Budget	
	Agency Management	
	Disclosure of Potential Conflicts of Interest	
Also, p	please provide ONE of each of the following at	ttachments, if available:
	Current Organizational Chart	
	Current Bylaws and Articles of Incorporation	on file with City* attached
	IRS tax determination letter (501(C)(3)	on file with City* attached
	Most recent independent audit	on file with City* attached
	Auditor's management Letter	on file with City* attached
	Most recent un-audited financial statement	
	Current list of Board of Directors	
	Americans with Disabilities Act (ADA) Policy	on file with City* attached
* Plea	ase check with CD staff before indicating that do	cuments are on file with the City.
		•
	SEC	TION II
		I DESCRIPTION
	TROOM	DESCRIPTION
II.A.	Program Title:	
II D	Ducanom I costion(s) (he as anasific as nessih	1
II.B.	Program Location (s) (be as specific as possib	le):
II.C.	Type of Activity (check one):	
	Human ServicesHo	ousing Services related to HOME-assisted projects
	Job trainingSn	nall Business Assistance
		omebuyer downpayment assistance
	Other (Specify)	

If in doubt, please call City Community Development staff on 259-5721 for advice.

II.D.	Program Purpose (one sentence stating the purpose of the program in simple language):
II.E.	Program Justification . Who are the targeted clients? What are their needs? What objective data can you quote in evidence of needs? (Note that there is another question below covering the detail of how the program will be operated):
II.F.	Is this a human services program which is not already CDBG-funded? YES NO If YES, a) Briefly describe other relevant programs in the Asheville area and demonstrate that there is a gap in service provision. b) Say how CDBG funding will enable you to provide new or expanded services (be quantitative)
II.G.	Program Operation . Explain simply and clearly how your program works. This may take more than one page. Please concentrate on practical details - what, where, when, who and how - rather than program philosophy or purpose. Do not assume that the reader knows anything about your operations . For service programs, this is best done by describing the steps by which a client progresses through the program, rather than focusing on what staff do. Be sure to describe how clients access the program in the first place, how much time they typically spend with staff in program activities, how they provide evidence of their eligibility, and how your collaboration with other agencies helps them. For minor rehab programs only, describe in detail how you address lead-based paint testing and hazard control on property built before 1978.
II.H.	Staffing. Identify your program team by <u>name</u> , <u>job title</u> , and <u>employment status</u> (employee, independent contractor, or volunteer), and describe each person's relevant experience and program role. (use job titles consistently here, on the agency organizational chart, and in the Budget salary table) <u>For minor rehab programs only</u> , identify project staff who have completed training in Lead Safe Work Practices (with date) or have any more extensive training in LBP hazard control.

II.I. Timetable. For **new programs**, or programs in which **significant improvements** are proposed, complete the following table to identify the key implementing steps and target dates. Add rows as needed.

Action	Target date for completion

II.J Housing Services applicants only. If you are applying for a CDBG Housing Services grant to assist with the staff and overhead costs of producing HOME-assisted units, please complete the following table.

HOME-Eligible Production Underway or Planned in City Of Asheville

	Expected Number of HOME-eligible units in City of Asheville ONLY				Expected	Amount project receives in CDBG project delivery
D. C. AM	New		Down-payment	Unit type:	completion	or HOME-funded
Project Name	Constr.	Rehab	assistance only	S/F or M/F	date	developer fees
						\$
						\$
						\$
						\$
Unduplicated Total:						\$

II.K. PROGRAM TARGETS

1. Client Demographics. Please complete the following tables to the best of your ability. Show numbers of clients, not percentages, in each category. Current income limits are on page V of the general instructions.

Number of Persons or Households Served, by Income Group								
Check whether counting by-	Persons: (Services)							
Year	<30% of	31-50% of	51-80% of	>80% of	Total			
	median	median	median	median				
2004/2005 (actual)*								
2005/2006 (as now projected)								
2006/2007 (target)								

^{*}For existing programs this line should be consistent with data you submitted for the CAPER.

2. Program Outcomes, Targets and Measurement

The table below lists the Non-Construction Goals from our 2005-2010 Consolidated Strategic Plan. You must select at least one of these outcomes. Examples of performance measures are provided in Appendix A. You may also tell us about other outcomes, performance measures and targets that you plan to achieve

OUTCOME GOALS	PERFORMANCE MEASURES	ANNUAL OUTCOME TARGETS							
Benefit to the community, clients, or changes in client behavior or conditions	(The specific, measurable changes that you will look		(Number & percent of clients who achieve desired change)						
Select at least 1 outcome and complete	for and record to indicate whether or not your program outcomes are being achieved.)		-2007 ected		05 thru' 5 Actual	2004-2005 Actual			
ALL columns for that row. (you may delete other rows to make space)	program outcomes are being achieved.)	#	%	#	%	ze desired o	%		
Increase the safety & preserve housing for low-income owners									
2. Prevent homelessness & stabilize households									
3. Increase the number of homeless that obtain entitlement benefits									
4. Engage homeless persons in mental health treatment / counseling									
5. Improve financial well being of low-income persons									
6. Increase homeownership for low-income and minority households									
7. Improve student academic performance									
8. Increase parent involvement in educational programs									
9. Complete job training program									
10. Gain sustaining employment									
11. Create/sustain/expand small businesses									
12. Create jobs									
13. Other (insert)									

SECTION III PROGRAM BUDGET

III.A. PROGRAM OPERATING BUDGET:

Please provide budget information on the next page for **this program only**, (not the entire agency, unless this is the agency's sole program). Columns 2-4 cover the **total** revenues and costs for this program, including the funds you are applying for in this funding application. Column 5 shows just the CDBG or HOME amount requested in this application, and how those funds are to be used. **If you do not use our fiscal year (July 1-June 30) for your budgeting, please amend the column headings accordingly.**

1.	What is your agency's fiscal year?		
2.	Does this program budget cover significant activities <u>outside</u> Asheville?estimate the percentage of program effort provided within Asheville:	%	If yes, please

Revenues

1	2	3	4	5	6
Source	7/1/04 – 6/30/05 Actual	7/1/05 – 6/30/06 As Now Projected	7/1/06 – 6/30/07 Proposed	7/1/06 – 6/30/07 This Grant Only	06/07 Funding Committed? YES/NO
This Grant	\$				NO
CDBG Program Income					
Other Grants (list):					
Support from the Public					
Program Fees					
Other (specify)					
TOTAL REVENUE					

Please make sure that proposed Expenditures correspond to proposed Revenues.

Expenditures

1	2	3	4	5
Line Item	7/1/04 –6/30/05 Actual	7/1/05 – 6/30/06 As now Projected	7/1/06 – 6/30/07 Proposed	7/1/06 – 6/30/07 This Grant Only
Salaries				
Taxes & Fringe Benefits				
Professional Fees				
Supplies				
Telephone				
Postage				
Occupancy Costs				
Equipment Maintenance				
Printing & Publications				
Travel &Training				
Direct Assistance to Clients				
Membership Dues				
Indirect Costs				
Other				
TOTAL EXPENDITURE				
Excess (shortfall) of Revenue over Expenditure				0

III. B. EXPLANATION OF BUDGET CHANGES: Please explain all large changes in expenditures from year to year (a "large change" is an increase or reduction of more than 10% in a line item, but you may ignore changes less than \$1000).

III. C. CDBG/HOME STAFF COSTS: If application includes CDBG or HOME funding for salaries or fringe benefits, please complete this table:

Position Title	Total Annual Salary	% Time to be spent on CDBG Program	CDBG/HOME Salary Request
		TOTAL:	

III.D. IN-KIND SUPPORT (optional)

If your program will receive significant non-cash support (e.g. donated goods or services, volunteer labor, loans provided directly to clients by third parties through your efforts), you should list it here so we can take it into account in estimating "leverage". Volunteer labor should be valued at \$10 per hour unless you can justify a larger amount (e.g. for donated professional services).

III.E. PROGRAM INCOME, CBDO and CHDO PROCEEDS

(This section is to be completed only by Buncombe & Madison Counties, EMSDC, HAC, Habitat, NHS, MHO, MMLF & WCCA.)

Program income, CBDO and CHDO proceeds are income directly generated by the use of CDBG, HOME, or other Federal funds. Examples include the repayment of CDBG or HOME loans that you have made, the net proceeds from the sale of homeowner units, or rent of assisted property. *If you have any questions, please contact CD staff.*

- 1. List the specific programs operated by your organization that generate CDBG or HOME program income and CBDO and CHDO proceeds:
- 2. How does your organization currently use program income and CBDO and CHDO proceeds?
- 3. Complete the table below for your organization's on-hand and projected CDBG and HOME program income. Remember to include program income from all of your CDBG or HOME programs.

	CDBG	CBDO	HOME	CHDO
	Program Income	Proceeds	Program Income	Proceeds
Balance at 12/31/05	\$	\$	\$	\$
Estimated receipts	\$	\$		
1/1/06 – 6/30/06				
Proposed Program	Program / Amount	Program / Amount	Program / Amount	Program / Amount
Use & Amount				

SECTION IV AGENCY MANAGEMENT

(Consortium Member Governments do not need to complete this section)

IV.	A (\mathbf{OI}	\mathbf{G}	. 1	N.	17	٨	TI	n	N	J
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1.	What is your organization mission statement?							
2.	Incorporation date (Month and Year)?							
3.	Estimated Agency Budget for FY 2006: \$							
4.	Number of staff employe	d (full tim	e equival	ents)				
5.	Does your organization h	ave any o	f the follo	owing <u>written</u> management p	policies:			
	Policy	Yes	No	Date Last Updated	On file with City?			
	Personnel policy							
	Job descriptions							
	Purchasing policy							

IV.B. AGENCY TRACK RECORD. Please describe what makes your agency particularly qualified to carry out the program described in Section II. (This may include your past achievements in carrying out this program or other similar programs, experience of key staff, collaborative relationships with other agencies, or any other features relating to agency capacity that you consider relevant).

IV.C. BOARD OF DIRECTORS:

Code of conduct
ADA policy*
Indirect Cost
Allocation Plan

- 1. How many board members should you have according to your by-laws?
- 2. How many do you actually have at this date?
- 3. How often does your board meet?
- 4. What was the actual attendance at each of the last three regular Board meetings?
- 5. Have you failed to reach a quorum at any Board meetings in the last 12 months? If so, How many times?

^{*} We ask that you <u>attach</u> a copy of your ADA policy (self evaluation), if it is not already on file with us. An ADA self evaluation goes beyond a simple statement of intention not to discriminate; it documents in detail how you have reviewed your premises, programs, and personnel policies to ensure that no unnecessary barriers exist to full program participation or employment for persons with disabilities. For more details see http://www.hud.gov/offices/cpd/lawsregs/notices/2000/00-10.pdf

- 6. Do any of your organization's staff members serve on your board?
- 7. What efforts do you make to ensure that your board represents the community it serves?
- 8. Please attach a complete list of your officers and members of your board of directors. Include addresses and phone numbers.

IV.D. ATTACHMENTS

Please provide one copy of each of the following documents, unless they are already on file with the City:

- 1. An **organizational chart**. Highlight staff who will be responsible for this project
- 2. By-Laws, Articles of Incorporation, and 501c(3) determination letter.
- 3. A copy of your most recent **audited financial statement**, <u>including the management letter</u> if one was issued.
- 4. If you have completed a financial year that has not yet been audited, please <u>also</u> attach an **unaudited financial statement** for that year.
- 5. A complete list of the members of your **Board of Directors**. Include addresses and phone numbers.
- 6. A copy of your ADA Policy.

SECTION V DISCLOSURE OF POTENTIAL CONFLICTS OF INTEREST

Are any Board Members or employees, or members of their immediate families, or their business associates:

a)	Employees of or closely related to employees of the City's Planning and Development Department:	YES	NO
b)	Members of or closely related to Members of City Council:	YES	NO
c)	Current beneficiaries of the program for which funds are requested:	YES	NO
d)	Paid providers of goods or services to the program or having other financial interest in the program:	YES	NO

If you have answered YES to any question, **please attach a full explanation**. The existence of a potential conflict of interest does not necessarily make your agency ineligible for funding, but the existence of an **undisclosed** conflict may result in the termination of any grant awarded.

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APPENDIX A

Outcomes and Performance Measures from Table 24 in the 2005-2010 Consolidated Plan

Program Type	Outcome	Performance Measures
Water / Sewer, Street and Sidewalk Improvements	Improved infrastructure in low-income residential areas	# of households that have access to improved infrastructure
	Availability of water/sewer to vacant infill lots	# of vacant lots now with water/sewer availability
Transportation Accessibility	Improved infrastructure in low-income areas	# of persons in LI areas that have access to bus shelters/signage
	Increased transit accessibility along LI area routes	2. Increase in public transit ridership
Financial, Housing and Family Support Services	Prevent homelessness and stabilize households	# of households avoided eviction, foreclosure, or obtained safe
	2. Improve financial well being	affordable housing
	3. Low-income and minority households achieve homeownership	2. # persons improved credit3. # of LI homebuyers
	achieve nomeownership	
Homeless Services	Homeless persons will increase income by obtaining entitlement benefits	# of LI minority homebuyers # persons who obtain at least one form of entitlement benefit
	Engage in mental health treatment / counseling	# persons attending at least one treatment or counseling session
	3. Move to permanent housing	# persons obtaining permanent housing
Youth Services	Students academic performance improves	# students improving their grades & attendance
	2. Parent involvement increases	# parents attending meetings, trainings or volunteer w/ program
Micro-Enterprise	Participants complete training program	1. # training graduates
Assistance / Job Training	2. Participants gain sustaining	2. # obtaining employment
	employment	3. # of business start ups &
	3. Create or expand small businesses	expansions
	4. Create jobs	4. # of FTE jobs created
	5. Sustain small businesses	5. # of assisted businesses that remain operational 12 months after assistance